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ABSTRACT

This booklet contains descriptions of 34 sex equity projects in Oregon. Project descriptions contain such information as a contact person and the project's audience, procedures, outcomes, and funding sources. The projects are organized under three headings--displaced homemaker projects, support services/special needs projects, and women in nontraditional roles/reentry projects. Many of the support services/special needs projects focus on the development of skills that will enable a woman to enter the job market. An appendix provides the names of persons who are knowledgeable about sex equity issues beyond the specific projects described. (Author/IRT)

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# OREGON SEX EQUITY PROJECTS
1980

Verne A. Duncan
State Superintendent of Public Instruction

Oregon Department of Education
700 Pringle Parkway SE
Salem, Oregon 97310

EA 013 877

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Cover drawing taken from a photo of Dee Foss. Project Coordinator, Single Heads of Household Program, Central Oregon Community College.

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# PREFACE

Frequent telephone calls and letters requesting information about sex-equity projects led to the development of this publication. Marilyn Johnston, Ed.D., gathered and organized the information. Her efforts as Interim Specialist for Vocational Education Equal Opportunity during my absence were greatly appreciated.

The descriptions on the following pages of sex equity projects in Oregon include project contact persons, audience, procedures, outcomes, and funding sources. Questions regarding specific local needs, borrowing products and/or materials, discussing the development process, and sharing ideas should be addressed to the project contact person.

Persons knowledgeable about sex equity issues beyond the framework of a specific project are listed in the Appendix.

To persons throughout the state who have cooperated in this effort, we extend thanks. Without their input and enthusiasm the efforts represented in this publication would not have been possible.

Marilyn E. Johnston
Interim Specialist
Vocational Education
Equal Opportunity

Joan Siebert
Specialist
Vocational Education
Equal Opportunity

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DISPLACED HOMEMAKER PROJECTS

PROJECT Confidence and Skill Building for Displaced Homemakers

Target Audience Eighty to 90 individuals eligible as state-defined widowed persons or displaced homemaker types. Two staff members; one full-time and one half-time.

Purpose To build skills in the use of resources, money management, etc.

Individuals were made aware of the program through advertising on radio and in newspapers; contacting adult students presently enrolled at Linn-Benton Community College and on adult mailing lists; and advertising in church bulletins, extension flyers, TV, etc.

Procedures and Outcomes Publications used include: Women and the Law, Women's Guide to Social Security, Women to Your Credit (Commercial Credit Corp.), as well as use of resources in the community on child care services, health care, and adult and family resources. (Above-mentioned publications are available from Superintendent of Documents, Government Printing Office, Pueblo, Colorado.)

Duration December 1, 1978 - June 30, 1979.

Funding Commitment Total funding $15,672; $9,362 of this total from Oregon Department of Education Vocational Guidance funds.

Contact Bob Talbot, Project Director, Linn-Benton Community College, 6500 Pacific Boulevard SW, Albany, OR 97321, (503) 928-2361.

PROJECT Confidence Clinic Displaced Homemakers

Target Audience Three hundred displaced homemakers over age 30. Six staff members.

Purpose To assist displaced homemakers in gaining self-confidence, developing career goals and making use of community resources to prepare for employment. Does not include information and referral services.

Provides displaced homemakers with information on community resources, counseling, workshops on confidence building, career search, health, legal and financial needs, employment and training opportunities in the community, and limited financial assistance with job-related education.

$167 per person is the cost for service; however, there is no fee to displaced homemakers who are low-income according to project eligibility criteria.

Procedures and Outcomes Staff keep records and work journals, plus intake information. Project staff direct clients to the appropriate community services beyond the confines of the project resources, and record community needs.

Duration January 1 - December 31, 1980, with possibility of refunding through June 30, 1981.

Funding Commitment $49,392 from State Department of Human Resources Displaced Homemaker Funds (State General Fund).

Contact Jane Greene, Project Director, 19241 S Beavercreek Road, Oregon City, OR 97045, (503) 656-2091.

PROJECT Displaced Homemakers/Widowed Services

Target Audience All persons meeting Department of Human Resource eligibility requirements; focuses on persons 35 and over; approximately 325-350 persons per year are involved.

Purpose To assist individuals in becoming emotionally and economically independent. Services include individual and group counseling, workshops, peer support services, and all aspects of sociological, psychological, and emotional growth.

The project mainly emphasizes transitional, short-term support and career exploration.

Procedures and Outcomes Referrals are accepted from any source and contacts are made with many community resource groups and services. Clients are charged on a sliding fee based on individual income; 27 percent show no income at all.

Outreach attempts involve news media; there is enough evidence of statistical analysis and collection of intake data to substantiate cliental involvement and progression.

Duration September 1, 1977 - July 30, 1979 (pilot project). Refunded July 1, 1979 - June 30, 1980, with option of renewal.

Funding Commitment Total pilot grant was $100,000, through a combination of CETA, University of Oregon, National Association of Retired Persons, etc., funding. Present grant is $50,000 from Department of Human Resources Displaced Homemaker funds (State General Fund).

Contact Hazel Foss, Director, Displaced Homemakers/Widowed Services, 1609 Agate Street, Eugene, OR 97403, (503) 686-4220.

PROJECT Mid-Life Transition

Target Audience Women, ages 45-65. One full-time staff member.

Purpose To provide community education based on need and support available to the "mid-life" person. This includes personal and career needs and decision-making skills.

Project individuals meet with director or in a "support group" to share concerns and information regarding jobs, aid, etc.

Procedures and Outcomes The need for additional county services is documented. Support group meetings once a week; one participant started a "widowed" group.

Duration March - September 1979.

Funding Commitment $4.73/hour provided through CETA funds (sponsored by Lincoln County Home Economics Advisory Committee).

Contact Kathy Brooks, Project Director, 423 SW Elizabeth, Newport, OR 97365, (503) 265-9006 (home phone).

PROJECT Portland Community College/ Displaced Homemakers - Yesterday, Today and Tomorrow

Target Audience Approximately 500 individuals; target age 40 but will serve young and older individuals. Five staff members.

Purpose To reach and serve the large group of displaced homemakers and help them receive on-the-job training and/or educational programs leading to a productive, unsubsidized life.

The project will:

Conduct major outreach compaign in conjunction with KGW radio and TV to reach displaced homemakers.

Provide 30 Career and Life Planning Orientation Sessions - five hours each day (weekdays, evenings and weekends).

Offer a series of classes and workshops.

Provide tuition waiver program to those in need of financial assistance.

Establish ongoing Displaced Homemaker support group.

Establish referral system with community agencies providing training and job assistance.

Procedures and Outcomes Supported by Portland Community College's ongoing careers program. Procedures involve development of an intake and assessment program, orientation package with follow-up counseling and placement, and training and cooperative education programs to place women in productive situations.

Duration March 1, 1980 - February 28, 1981.

Funding Commitment $37,917, Department of Human Resources Displaced Homemaker Grant (State General Fund).

Contact Joan Campf, Project Director, Portland Community College, 12000 SW 49th Avenue, Portland, OR 97225, (503) 244-6111, ext. 406.

PROJECT Salem YWCA (Young Women's Christian Association) Displaced Homemakers

Target Audience At least 200 adults who qualify as displaced homemakers under Oregon Statutes. Five staff members; one full-time, four part-time.

Purpose To enable homemakers to become fully functioning adults in our society by assisting them to develop and secure access to resources necessary for economic and social self-sufficiency.

The Salem YWCA proposes to develop and operate a program for displaced homemakers residing in Marion and Polk Counties who need assistance in developing financial security, emotional stability, and self-reliance. Through an individual assessment and counseling process, clients will identify needed services and be provided with a volunteer advocate who can assist in gaining access to those services.

In implementing the proposed program, the YWCA will activate, through interagency agreements, a network of community-based agencies and programs offering a full range of services that can be of positive assistance to clients. An advisory council will assist in monitoring and evaluating program effectiveness.

Procedures and Outcomes Program brochures, volunteer training program, educational workshops, slide program and a speaker's bureau are being developed.

Duration January 1, 1980 - December 31, 1980.

Funding Commitment $48,615, Department of Human Resources Displaced Homemaker Grant (State General Fund).

Contact Jo Rita Gann, Project Director, YWCA, 768 State Street, Salem, OR 97301, (503) 581-9922.

PROJECT Southwestern Oregon Community Action Commission/Displaced Homemakers

Target Audience Primarily focuses on adults 40 and over. During first year of operation, 350 clients are expected. Three staff members; one full-time and two part-time.

Purpose The project operates within the service area of Coos, Curry and Western Douglas County. It provides:

Comprehensive information and referral system (working with other community agencies).

Advocacy, on an individual basis, for eligibility of various support services as well as increase of present support.

Case management (including assessing skills, needs, strategies, etc., to meet individual goals).

Development of self-help projects that can be taken back to neighborhoods to provide ongoing support.

Procedures and Outcomes Both individual and small group workshops to help with resume writing, assertiveness training, etc.

Measure how closely achievement matches goals and record follow-up data as a visible measure of success.

Duration January 1, 1980 - June 30, 1981.

Funding Commitment $35,918, part of which is funded through the Department of Human Resources Displaced Homemaker Grant (State General Fund), plus local Commission application.

Contact Maeve Thiele, Coordinator, Southwestern Oregon Community Action Commission, Inc., PO Box 427, North Bend, OR 97459, (503) 756-3176.

PROJECT Women In Transition/Displaced Homemakers

Target Audience Sixty-five persons, ages 30-62.

Purpose Participants are primarily women over 35 who have never been in the work force, or have been out of the work force for a substantial time. They are generally dependent upon public assistance or another family member for income and have recently lost, or are about to lose that source of income because of termination of their public assistance grants, separation, divorce, death or disability of the wage-earner of their family.

Seven-week training program, five hours daily at Southern Oregon State College.

Procedures and Outcomes Training is directed at job preparedness, personal development, and job placement.

According to state regulations, the Displaced Homemaker Program operates on the following sliding fee scale:

Income under $3,000 - no charge

Income between $3,000 and $6,000 - $4.00 monthly

Income over $6,000 - $10.00 monthly

Duration January 1, 1980 - December 31, 1980.

Funding Commitment $45,903, Department of Human Resources Displaced Homemaker Grant (State General Fund).

Contact Micki Cooley, Coordinator, Southern Oregon State College, Ashland, OR 97520, (503, 482-6213.

SUPPORT SERVICE/SPECIALIZED NEEDS PROJECTS

PROJECT Access Enterprises, Inc.

Target Audience Thirty-five to 40 high school juniors and seniors, 150-200 adults. Two project staff members.

Purpose To increase the number of females in the construction trades. Access Enterprises provides recruiting, counseling, and support services to women seeking information about nontraditional fields and/or entrance into apprenticeship programs in the skilled trades, primarily construction related.

Procedures and Outcomes Emphasis on individual and group counseling. Services include: organizing carpools, child-care assistance, loans for union dues and fees, transportation, work clothes, initial tools, GED fees, math tutoring, etc.

Duration April 1979 - July 1980. 15 months on present funding source; other sources being sought.

Funding Commitment $60,000, State Highway Department and Associate General Contractors.

Contact Beth Eldridge, Director, Access Enterprises, Inc., 610 SW Broadway, Room #605, Portland, OR 97205, (503) 224-9206.

PROJECT Careers for Women: A Supportive Forum

Target Audience Seven hundred secondary students. Staff: 40 teachers, 3 counselors, 2 administrators, 6 community service persons.

Purpose To increase student, faculty, and community awareness of the "Women and Careers" program and to provide services for potentially gifted career-oriented females providing services for them.

The project enables more females to enter cluster programs, and 50 percent of students participate in "mentor" program placement.

Procedures and Outcomes

"Women and Careers" class offered,

Mentor program and resource book,

Women's Day workshop for entire school,

Video presentation of females and careers in the Rogue Valley.

Duration January 1980 - June 1981.

Funding Commitment $9,568, Oregon Department of Education (Vocational Education), plus local funding commitment.

Contact Ed Murray, Project Director, Phoenix High School District 4, 745 North Rose Street, Phoenix, OR 97535, (503) 535-1526.

PROJECT Eastern Oregon Consortium Special Services to Promote Sex Equity

Target Audience 110 college students. Thirteen staff members.

Purpose Treasure Valley and Blue Mountain Community Colleges have formed a consortium to provide articulated nontraditional vocational activities to assist in obtaining more rewarding employment opportunities. The project director at Treasure Valley Community College is serving as a mentor to the coordinator-counselor at Blue Mountain Community College. Blue Mountain has had no previous activities in the nontraditional field.

After selection and training of a coordinator-counselor, the project will establish counseling programs and support groups at both sites. Recruiting activities will be developed and a listing of nontraditional job opportunities will be compiled and published. A cadre of nontraditional support persons will also be organized.

Procedures and Outcomes Workshops, counseling, support groups, a narrative of procedures followed in the project, and a description of how to apply the procedures at other institutions.

Duration June 1, 1979 - May 30, 1980.

Funding Commitment $17,500, Oregon Department of Education (Vocational Education), plus local funding commitments.

Contact Marylin Cates, Project Director, Treasure Valley Community College, 650 College Boulevard, Ontario, OR 97914, (503) 889-6493, ext. 57.

PROJECT New Skills for Women

Target Audience 75 women of all ages during funded year 1980. Three staff members.

Purpose To successfully place women in nontraditional careers. The project is a skill-building experience for women and involves the following activities: intake assessment, Richard Bolles' career/life planning, building self-confidence and esteem, ongoing peer support group, self-awareness, taking responsibility for one's own life, assertiveness training, positive work attitudes, realistic understanding of nontraditional work, and career counseling.

Procedures and Outcomes The following training, preparation and/or materials are used:

Assertiveness, career/life planning:
What Color is your Parachute? and Where Do I Go from Here with My Life? both by Richard Bolles; Who's Hiring Who?" by Richard Lathrop

Self-Esteem:
Your Erroneous Zones and Pulling Your Own Strings by Dr. Wayne Dyer

Topics include risktaking, sexism, racism and ageism and the law, interview techniques, resume writing, time management/budgeting, employer expectations, appropriate job behavior, physical fitness training, and barriers/ finding solutions.

Project success indicator is 90 percent placement of women in nontraditional work.

Duration Began October 1, 1978; refunded yearly since.

Funding Commitment

1978 - $41,000 - governor's discretionary grant
1979 - $41,000 - governor's discretionary grant/Jackson-Josephine Job Council (JJC)
1980 - $41,000 - JJC

Contact Judith Ewing, Project Director, New Skills for Women, Jackson Josephine Job Council, 107 E Main, #8, Medford, OR 97501, (503) 772-3909.

PROJECT Oregon CAEL (Consortium for the Advancement of Experimental and Lifelong Learning)

Target Audience Nonenrolled adults seeking educational opportunities and services.

Purpose To improve access to higher education opportunities for adult learners.

The centralized Consortium office is located at Portland State University, Division of Continuing Education. It coordinates information, training workshops and other Consortium activities; facilitates resource-sharing among Consortium institutions; and provides advocacy, consulting, research and program evaluation for Consortium institutions.

Procedures and Outcomes

Brokerage/Assessment Provides information on credit for prior learning opportunities via directories. The Career Information System and toll free phone service is (1-800-452-1368). Aids institutions needing expertise in assessing prior learning outside regular curricular offerings.

Faculty/Staff Development Provides training workshops for institutional faculty and staff on a variety of functions related to services for adult learners.

Clearinghouse Publishes a regular newsletter on nontraditional learning and provides other informational functions, including dissemination of research projects, a Directory of CAEL Institutions, resources, etc., and a lending library of publications, videotapes, audiotapes and other resource materials.

Educational Information Center (EIC) Implements training and material development activities to improve the delivery of additional information to Oregon adults.

Duration October 1976 - January 1982.

Funding Commitment Title I-A, through Oregon Educational Coordinating Commission (1976-80); Kellogg Foundation (1980-82).

Contact Valerie McIntyre, Director, Project CAEL, PO Box 1491, Portland, OR 97207, (503) 229-4825.

PROJECT Phone-In Education System

Target Audience A maximum of 30 per term. No age restrictions. One coordinator/instructor, one full-time and one part-time secretary, four part-time teachers.

Purpose To make education possible for displaced homemakers, single parents, part-time workers, handicapped persons, and others who need to return to school to improve their job skills but have other commitments which make it impossible or difficult to leave home.

The project provides individualized business, math, and basic skills. The lecture/lesson for each class is on cassette tape and is played over the phone for the student, who has a special text or workbook to accompany each tape. The instructor, working on an appointment schedule, travels to each student's home a minimum of once every two weeks to administer tests and monitor progress. The students may phone their instructor for assistance or request that their home be visited more often. If the students' instructor is not available when they phone in for help, they may seek help from another instructor at the center. Career counseling, job search, and related instruction is also a part of this project.

Procedures Install phone system, publicize and recruit students, register and orient students to courses, make regular visits to students' homes, provide counseling and job search instruction, evaluate and distribute results of the system, prepare articles for publication, and speak at workshops or conventions.

Outcomes Business-education trained students ready and qualified for jobs in business, or working out of their home if they are handicapped and unable to travel to work.

Duration March 1980 - March 1981.

Funding Commitment $14,998, Oregon Department of Education (Vocational Education), plus local funding commitment.

Contact Jana King, Mt. Hood Community College at Maywood Park, 10100 NE Prescott Street, Portland, OR 97220, (503) 256-4393.

PROJECT Project RISE (Reach Independence and Security Through Education and Employment)

Target Audience 197 females (high school dropouts to age 65). Nine full-time staff members.

Purpose To explore employment opportunities; includes grooming, management of time and money, parenting, values clarification, vocational counseling, decision-making, etc.

The project is operated through Linn-Benton Community College and is located at:

607 S Jefferson, Albany, OR 97321

Benton Center, 630 NW 7th, Corvallis, OR 97330

205 E Olive, Newport, OR 97365 (Contact Marsha Truman, 265-6611, ext. 312)

Procedures and Outcomes Workbooks developed by RISE called "Job Finders"; grooming handbook; What Color Is My Parachute? (J. Bolles); in-group workshops; personal effectiveness training, "step-parenting"; and videotapes.

Duration Ongoing since October 1975 (each class lasts six weeks).

Funding Commitment $191,579, Title II-B CETA funds.

Contact Jackie Ahrens, Project Director, 607 S Jefferson, Albany, OR, (503) 926-7861.

PROJECT Sex Equity Guidelines for Teacher Educators - Phase I/The Inter-institutional Consortium for Career Education (ICCE)

Target Audience Approximately 2,000 teacher education students from 15 institutions, plus Consortium representatives and teacher educators (approximately 150).

Project Description To facilitate the ongoing efforts of Oregon colleges and universities in preparing educational personnel (teachers, counselors, and administrators) for the development and conduct of sex equity activities.

A Sex Equity Task Force was formed in 1977 to provide input and direction in developing guidelines for teacher educators in addressing sex equity issues. This area was determined by Consortium representatives to be of prime importance and needed to be addressed at each individual institution. The task force directed its efforts at providing teacher educators with a tool that could be used with their students and prospective teachers.

Procedures and Outcomes The ICCE has an active and ongoing program of work in the general area of sex equity. Phase I involved the planning and development of Sex Equity Guidelines for Teacher Educators. Phase II expands the efforts of Phase I and involves the training of staff at selected colleges and universities. Funding is still pending for this second phase of the ICCE project.

Duration July 1, 1978 - June 30, 1979.

Funding Commitment $8,000 - $10,000 for Phase I, Oregon Department of Education. Funds to support the ICCE activities are supplied through state and federal grants and in-kind staff time from the institutions.

Contact Arthur F. Terry, Project Director, Marion Education Service District, 3180 Center Street NE, Salem, Oregon 97301, (503) 588-5330.

PROJECT Sex Equity in Educational Leadership

Target Audience Approximately 2,000 persons: professionals, teachers, administrators, etc.

Purpose To provide a model to increase the number of women in educational administration by changing individual attitudes and expectations and organizational policies and procedures.

Procedures and Outcomes

Sex Equity in Educational Leadership: The Oregon Story
Sex Equity in Educational Leadership: Women Getting Together and Getting Ahead
Sex Equity in Educational Leadership: An Analysis of a Planned Social Change Project
Sex Equity in Educational Leadership: (A slide-tape show)

All the above may be obtained from: Education Development Center, 55 Chapel Street, Newton, MA 02160.

Four to six page information packets available from Resource Dissemination Center, Oregon Department of Education, Salem, OR 97310:

Affirmative Action
Sexism in the Classroom
The Vanishing Women in Educational Administration
The Language of Inequality: Sexism

The following SEEL Project research papers are available through Educational Resources Information Center:

The Spirit of Title IX: Men's Work and Women's Work in Oregon Public Schools. ED 128 966.
Public Prejudice Against Women School Administrators: Fact or Fiction? ED 149 469
The Decline in Female Elementary Principals: Riddles and Clues. ED 163 594
Careers in Educational Administration: Are Women the Exception? ED 149 468
Reductions in Force and Affirmative Action: A Reconcilable Dilemma. ED 173 555
The Oregon Network: A Research and Service Activity of the Sex Equity in Educational Leadership Project. ED 173911

Duration August 1976 - 1979.

Funding Commitment $472,000, Federal Funds (Women's Educational Equity Act)

Contact Pat Schmuck, Center for Educational Policy and Management, University of Oregon, Eugene, OR 97403, (503) 686-5072.

PROJECT Single Heads of Households

Target Audience Community college students. Two active staff members, plus support staff.

Purpose To meet the needs of single heads of households who wish to (re)enter the labor market; to provide these persons with the necessary counseling, training, skills, support services and education to become gainfully employed and independent.

Procedures and Outcomes

General information pamphlet, needs assessment forms, evaluation (project, workshop, etc.) applicable classes, referral services, and workshop formats.

Duration October 1, 1979 - September 30, 1980.

Funding Commitment $21,252, Oregon Department of Education (Vocational Education).

Contact Dee Foss, Project Director, Central Oregon Community College, Grandview Student Center, Bend, OR 97701, (503) 382-6112, ext. 272.

PROJECT Women's Opportunity

Target Audience Women of all ages, whether or not they are enrolled at Rogue Community College. One three-quarter-time coordinator/counselor and two part-time staff assistants.

Purpose To provide services for women wanting to expand their education, learn a new skill, increase their self-esteem, explore career choices (both traditional and nontraditional), and successfully balance family and school.

The project has three major objectives:

1. Identify and recruit the target population of displaced homemakers and single heads of household.

2. Coordinate efforts with existing college services and local social service agencies to provide a comprehensive and easy-to-use resource for training and employment assistance for the target population.

3. Provide employment-related education/training (with special emphasis on nontraditional career opportunities), skill development in self-esteem and job readiness, and placement assistance.

Procedures and Outcomes A "how-to" manual for other institutions interested in setting up womens' centers is currently in the development stages and should be available May 1980.

Duration August 1, 1979 - May 31, 1980.

Funding Commitment $21,250.00, Oregon Department of Education (Vocational Education), plus local funding commitment.

Contact Tenison Haley, Dean of Students, Rogue Community College, 3345 Redwood Highway, Grants Pass, OR 97526, (503) 479-5541, ext. 262.

PROJECT Women's Opportunity/Sex Role Issues

Target Audience Women of all ages, whether or not they are enrolled at college. One part-time job developer and one part-time staff assistant.

Purpose To provide support and training assistance to women who are economically disadvantaged, unemployed or underemployed. The program works with existing college and community resources and seeks to promote new resources for the target population through contact with private industry.

The project is designed to:

Develop and provide job readiness training and placement opportunities, with emphasis on nontraditional careers, in coordination with private industry as well as campus and community agency resources.

Coordinate efforts with the Josephine County Women's Coalition to research job possibilities in the district, gather statistics, conduct an assessment of needs and pinpoint target areas for job development where female employment rates are low.

Coordinate efforts with private industry and community agencies to develop jobs for women in occupations that will enhance options for financial stability and independence.

Provide support services for program participants in career planning and personal needs through counseling, advising, peer-support groups and special activities.

Procedures and Outcomes There have been no materials developed; however, toward mid-point in the project, the staff will be ready to share information with interested institutions. A "how to" booklet will be made available to the Oregon Department of Education upon completion of the project.

Duration February 1, 1980 - May 31, 1981.

Funding Commitment $10,000, Oregon Department of Education (Vocational Education), plus local funding commitment.

Contact Tenison Haley, Dean of Students, Rogue Community College, 3345 Redwood Highway, Grants Pass, OR 97526, (503) 479-5541, ext. 262.

PROJECT Women's Project/Umpqua Community College

Target Audience Both on- and off-campus community college individuals, plus three CETA-eligible trainees.

Purpose To provide an opportunity for personal and educational growth for all women seeking a life-style change and reentry training.

A three-person team is supervised and trained by UCC college staff in the delivery of services. The team has an active advisory committee (representing, employment services, educational agencies, local employers, and local citizens groups), which will review project objectives, give project direction and assure that valid needs are met. The team travels to local school districts and employer sites to provide instructional support in efforts to change attitudes through awareness of the changing role of women. Priority is given to assisting adult women with counseling, career testing, individual instruction, group presentations and open class offerings. Participants will benefit as a result of referrals and utilizing support agencies.

Procedures and Outcomes Providing appropriate role models and attempting to change sexist attitudes. Procedures include training for team members and quarterly activities for all interested community college persons.

Liaison with community agencies, and a procedure for counseling, referral and resource information dissemination.

Duration January 1979 - June 1980

Funding Commitment $58,000, CETA, plus local application funding.

Contact Sandra Tomminello, Project Director, Umpqua Community College, PO Box 967, Roseburg, OR 97470, (503) 672-5571, ext. 21.

WOMEN IN NONTRADITIONAL ROLES/REENTRY PROJECTS

PROJECT Balancing Vocational Opportunities

Target Audience Approximately 4,000 secondary students. Nine cadre members working with 150 teachers and 52 counselors.

Purpose To help Portland Public Schools eliminate sex stereotyping and increase nontraditional enrollment in vocational education at the secondary level through the development of internal resources within district staff. BVO has trained a cadre of teachers to deliver inservice workshops to high school teachers. BVO has also developed district resources such as media guides and bibliographies of relevant materials in the professional library.

Procedures and Outcomes A brochure, "How We Did It" describes Phase I of the project; staff training workshop agendas, cadre training workshop agendas, Student Attitude Inventory and Baseline Data Report.

Project Coordinator and cadre members are available on a consultant basis to deliver technical assistance or training workshops to districts wishing to implement a similar project.

Duration July 1, 1979 - August 30, 1980.

Funding Commitment $27,000, Oregon Department of Education (Vocational Education), plus local funding commitment.

Contact Rosalind Hamar, Project Director, c/o Career Education Center, Portland School District 1, Sunnyside School, 3421 SE Salmon, Portland, OR 97214, (503) 239-6851 or 248-6865.

PROJECT "The Best Man for the Job May Be a Woman"/New Options

Target Audience Approximately 50 eleventh and twelfth grade girls. One administrator, two instructors, and one bookkeeper.

Purpose To instill in girls a sense of worth, showing them they are not only capable of doing "male" jobs, but that they can insist on equal treatment. Women need to be able to support themselves, and often their families.

A year-long project acquainting girls with traditionally male jobs. Elgin has one main industry, a mill, and women are needed to fill federal requirements. The need for good attitudes and abilities in women is necessary in this type of physical labor.

Procedures and Outcomes Letters were written to parents of junior and senior girls explaining the program. Films, videos and filmstrips were used to show various occupations--some demonstrating stereotyping. Job applications, letters and resumes were prepared. Feelings about work were examined and discussed and attitudes about themselves and others were the subject of several class sessions.

Speakers discussed nontraditional jobs for the first nine weeks. Each week a field trip was taken to see women performing jobs normally held by men.

During the remainder of the year, girls were placed in nontraditional job settings, including service station, mechanic shop, truck driving, auto parts store, farm supply, builder, and varying jobs in the two Boise Cascade mills.

Much of the material used has been developed for Diversified Occupations programs. In addition, all available material on women and work projects, studies made, pictures taken, women's rights, men's attitudes--were studied by instructors and made available to students.

A "how-to" manual will be made available to the Oregon Department of Education upon completion of the project.

Duration July 1, 1979 - July 1, 1980.

Funding Commitment $17,500, Oregon Department of Education (Vocational Education), plus local funding commitment.

Contact Robin Naughton, Elgin High School, PO Box 68, Elgin, OR 97827, (503) 437-2021.

PROJECT Carpentry Pre-Apprenticeship

Target Audience Ten students (CETA eligible economically disadvantaged). One full-time instructor and two part-time instructors.

Purpose To provide disadvantaged women and minorities the necessary skills and knowledge to qualify and compete successfully for apprenticeship openings.

This project is a training program to upgrade skills of disadvantaged women and minorities to enter the carpentry field. The program is designed to provide hands-on experience and technical knowledge development in preparation for passing the apprenticeship standards test. The training is designed also to enable participants to compete successfully for apprenticeship openings. This training includes 12 weeks of classroom instruction and 12 weeks on-the-job training. Participants will be paid an allowance for the classroom training section and wages for on-the-job work.

Procedures and Outcomes Classroom training: introduction to carpentry trades, tools, and equipment; first aid and safety; construction materials; blueprint familiarization; framing mock-up; math; apprenticeship procedures; physical conditioning and interviewing/assertiveness training. The materials for classwork conform with national guidelines and apprenticeship standards. The instructor will be a journeyman carpenter. During the on-the-job training, entry-level wages will be paid, with CETA reimbursing the employer 50 percent of the wages. Projected outcomes include becoming an apprentice or transitioning into a carpentry related field.

Duration 24 weeks, beginning March 24, 1980.

Funding Commitment $55,000, funded through CETA Title II-B monies.

Contact Tony Barnhart, Project Director, East Central Oregon Association of Counties, PO Box 1207, Pendleton, OR 97801, (503) 276-6732.

PROJECT Nontraditional Careers for Young Women

Target Audience Twenty female students, ages 16-21. Eight staff members.

Purpose To encourage women to become involved in nontraditional jobs. Alternately, each staff member involved spent two weeks in different nontraditional careers exploring the needs, skills, benefits, etc., of each career. Students spent 16 hours in each of the following industrial orientation subject areas: automotive, metals, drafting, cabinentry, construction, welding, electricity and electronics.

Procedures and Outcomes

A women's seminar (decision-making, assertiveness, nontraditional awareness, etc.)

Individual and group counseling

Cooperative work experience

Strength-building physical education training

Forklift driving instruction

Safety courses

GED or basic education (math and English) preparation

Testing with vocational placement and interest inventories

Project Duration March - August 1978.

Funding Commitment $15,000, CETA Youth Employment Training Funds.

Contact Barbara Dixon, Project Director, Linn-Benton Community College, 6500 Pacific Boulevard SW, Albany, OR 97321, (503) 928-2361, ext. 120.

PROJECT Nontraditional Training and Jobs for Youth

Target Audience Thirty secondary school students. Seven staff members.

Purpose To provide the Banks School community with an awareness of non-traditional job possibilities.

Procedures and Outcomes An inservice for teachers and an evening with trade coordinators was provided for the Banks community. A tri-county apprenticeship seminar was held at the Sheridan Hotel to share information with counselors and work experience coordinators on the trades and apprenticeship programs. The outcome has been increased awareness of nontraditional jobs and particularly the apprenticeship area on the part of the Banks community.

Duration July 1979 - June 1980.

Funding Commitment $5,600, Oregon Department of Education (Vocational Education), plus local funding commitment.

Contact Glenda Jones, Project Director, Banks High School, Banks School District 13, Banks, OR 97106, (503) 324-2281.

PROJECT Outreach Recruiter/Counselor

Target Audience Women and minorities

Purpose To recruit females and minorities into the apprenticeship programs; to encourage Affirmative Action in the building and contruction trades.

Procedures and Outcomes Cassettes and brochures describing women working in the trades.

Duration March 1979 - September 1979 (now being refunded as a permanent part of the Bureau of Labor)

Funding Commitment Funded first nine months by federal funds; remainder under the Bureau of Labor and Industries budget.

Contact Audrey Parsons, Project Director, Bureau of Labor and Industries, 1400 SW 5th, Room 466, Portland, OR 97201, (503) 229-6008 or 229-5125.

PROJECT Project LEAP (Labor Education Advancement Program) Women's Division

Target Audience Minority women throughout the community. Seventeen staff members.

Purpose The overall Labor Education Advancement Program (LEAP), in operation since 1968, assists minority men and women in taking advantage of job opportunities available in the construction trade and other skilled trade occupations. The Women's Division assists women interested in apprenticeable trades and other nontraditional occupations--a specific part of the overall LEAP Project since 1974.

Procedures and Outcomes The women's division of LEAP is primarily concerned with the following functions:

Tutoring to prepare clients for various required exams to enter apprenticeable trades

Workshops on various job opportunities

Group counseling sessions

Supportive services; e.g., transportation, financial assistance (minimal)

There is no charge to participants.

Duration The Women's Division has been refunded annually since 1974.

Funding Commitment Department of Labor through the National Urban League.

Contact Julia A. Robertson, Project Director, Project LEAP, Urban League of Portland, 3630 N Vancouver Avenue, Portland, OR 97227, (503) 288-9167.

PROJECT Project "NEW": Nontraditional Experience for Women

Target Audience Twenty students from the community college, plus two teachers, one coordinator and two administrators.

Purpose To provide services and training needed for employment in nontraditional occupations. Focuses on recruiting women from existing women's support programs.

Participants become more aware of opportunities in nontraditional occupations and are provided support services and cooperative work experience.

Procedures and Outcomes Development of a series of classes which provides exploratory experiences, support services and cooperative work experience in nontraditional vocational-technical areas.

A goal is to increase enrollment of women in vocational-technical programs at Mt. Hood Community College by 20 (as of June 30, 1981). An adopter's handbook will be disseminated to other Oregon community colleges by September 1981.

Duration Spring 1980 to Spring 1981.

Funding Commitment State funds, Oregon Department of Education (Vocational Education), - $10,000; local funds - $8,949.00.

Contact Maryan Bohnenstingel, Project Director, Mt. Hood Community College, 26000 SE Stark Street, Gresham, OR 97030, (503) 667-7324.

PROJECT Recruiting Women for Nontraditional Vocational Education

Target Audience Adult women, at least 16 years old. One project director, one evaluator, and workshop presentors.

Purpose To develop a "cookbook" for starting women's programs; especially oriented toward placing women in traditionally "male" occupations. To develop a model plan for preparing women to enter vocational training programs in Oregon's community colleges.

Procedures and Outcomes A 40-page handbook entitled, Recruiting Women for Nontraditional Vocational Education (a model program prepared for the Oregon Department of Education), is available through the Sex Equity Office at the Department of Education (378-3567) in Salem. A workshop for disseminating project information is given for instructional deans in 12 of the 13 community colleges.

Duration March 15 - June 30, 1977.

Funding Commitment $4,075, Oregon Department of Education (Vocational Education).

Contact Jan Brandstrom, Project Director, Lane Community College, 4000 East 30th Avenue, Eugene, OR 97405, (503) 747-4501, ext. 2244.

PROJECT Women in Nontraditional Careers (WINC)

Target Audience 120 CETA eligible junior and senior high school women. Two full-time and seven project-trained teachers and additional part-time support.

Purpose To enable young women to explore and prepare for nontraditional jobs in the community. Services include occupational information and career counseling, job search skills, information regarding employment and training, overcoming sex-stereotyping in job acquisition, vocational exploration in the public and private sectors and transportation assistance. Services are offered in large group events, small group events, individualized experiences and a course in nontraditional careers.

Procedures and Outcomes

Project Brochure

WINC Journal (Draft)

WINC participants utilized a community Exploration Guide developed through the Northwest Regional Educational Laboratory, Education and Work Division.

The WINC staff is available on a consultant basis to provide technical assistance for similar program/materials development.

Duration March 1978 - March 1981 (21 months, plus six additional months' services and nine months' follow-up).

Funding Commitment $190,000 funded as a demonstration project by the Department of Labor - Women's Bureau.

Contact Carol Matarazzo, Portland Public Schools, Career Education Center, 3421 SE Salmon, Portland, OR 97214, (503) 239-6851.

OR

Andrea Hunter, NW Regional Educational Lab, Education and Work Division, 710 SW Second, Portland, OR 97204, (503) 248-6820.

PROJECT Women in Science

Target Audience 250 freshmen/women, sophomores, and returning women students. Two faculty co-directors, four student coordinators, and 100 staff scientists who conducted workshop sessions.

Purpose To encourage women to pursue careers in science.

The workshop program included: career seminars in 25 science-related fields, 25 laboratory workshops demonstrating practical applications of science training, panel discussions on lifestyles of women scientists and two keynote addresses. Participants rated the career seminars as the most valuable part of the program.

Procedures and Outcomes An information kit prepared by workshop staff includes statistical information on women in science, a bibliography, and a directory of some women scientists in the Portland area. The directory was compiled as a resource for workshop participants, high school counselors, and others seeking career information.

Duration November 4-5, 1977. Ongoing information available.

Funding Commitment $12,000 grant from the National Science Foundation, plus donations from private organizations and the PSU Foundation.

Contact Carole R. Gatz, Professor of Chemistry, Portland State University, PO Box 751, Portland, OR 97207, (503) 229-3811.

PROJECT Women in Transition/Chemeketa Community College

Target Audience Thirty to 45 community college persons. Fifty to 75 staff members; project director is assisted by coordinator/instructor.

Purpose To offer comprehensive vocational preparation services to individuals returning to the labor force or changing their current employment focus. Groups served include: displaced homemakers, single heads of households, homemakers and part-time workers seeking full-time employment and employed persons seeking nontraditional jobs. While most of these individuals are women, males are fully eligible for services.

Procedures and Outcomes

Develop a college tuition loan fund to augment existing financial aid programs.

Provide individual assessment and counseling to meet the needs of women reentering the labor force.

Offer career goal and skill assessment services through career planning workshops, a credit career class, career library, Career Information System terminal and testing services.

Offer job-seeking skill development to reentry women through job search skill seminars (including skills identification, resume writing, interviewing skills, and job search techniques) and videotaped seminars.

Expand "survival skills" training to include orientation sessions on returning to school, Women's Studies credit class, industrial orientation workshops exploring nontraditional vocational fields, noon "brown bag" discussion sessions focusing on women's concerns and a support group for reentry women.

Offer existing vocational preparation options: traditional occupational clusters, male intensive occupational clusters, exploratory vocational courses, short-term training courses, apprenticeship programs, CETA training and other community based training options.

Assist project participants with transition options which include completion of a degree or certificate at Chemeketa, job development by CETA, or through other community agencies, self-referral and placement, continued study, or noncompletion of their program due to early employment opportunities or negative factors, for which personal counseling is provided.

Duration March 1, 1980 - June 30, 1981.

Funding Commitment $107,468 (local $92,468; federal vocational funds $15,000), Oregon Department of Education.

Contact Lori Campbell, Targeted Services, Chemeketa Community College, PO Box 14007, Salem, OR 97309, (503) 399-5139.

PROJECT Women in Transition/Southern Oregon State College

Target Audience One thousand each year, ages 18-65. The staff consists of one full-time person and six reentry female students.

Purpose To provide counseling services, growth groups, academic guidance, job entry skills, career planning, crisis intervention, parenting, and networking. Women in Transition is designed to meet the needs of reentry women returning to work or school after a period of time away from either or both.

Procedures and Outcomes The project works with state and community agencies, furthering the goal of personal, political and institutional change. Workshops on Womens' issues, and brochures (which are also workshop topics) on "Mothers and Daughters," "Women and Power," "Women and Work, "Assertiveness," etc.

Duration 1976 - 1980.

Funding Commitment $40,000 Department of Human Resources.

Contact Rosemary Dalton, Project Director, Southern Oregon State College, Britt 205, Ashland, OR 97520, (503) 482-6213.

# APPENDIX

CONTACTS FOR INFORMATION ON
WOMEN'S ISSUES

Britton, Gwyneth & Margaret Lumpkin
College of Education
Oregon State University
Corvallis, OR 97331
(503) 754-4721

Analysis of textbooks for sex, race and career bias.

Buffo, Judy
Director, Flexible Ways to Work
c/o YWCA
1111 SW 10th
Portland, OR 97205
(503) 223-9550

Conner, Charlotte
Career and Vocational Guidance and Counseling Specialist
Oregon Department of Education
700 Pringle Parkway SE
Salem, OR 97310
(503) 378-5213

Funding projects, materials and information involving vocational guidance and counseling.

Cope, Marian
Director, EXPLORE
Linn-Benton Community College
6500 SW Pacific Boulevard
Albany, OR 97321
(503) 928-2361

Reentry program which has a broad range of job awareness for both males and females.

Diaz-Horna, Efrain
Community Program Representative
Department of Human Resources
State Community Services Program
772 Commercial Street SE
Salem, OR 97310
(503) 378-4729

Displaced Homemakers project funds.

Druian, Janice
3219 NW Vaughn
Portland, OR 97210
(503) 223-4500

Conflict management and educational policies as change agent. Formerly with the Women's Educational Equity Program at Northwest Regional Educational Laboratory.

Enneking, Marj
Coordinator, Women and Mathematics (WAM)
Mathematics Department
Portland State University
PO Box 751
Portland, OR 97207
(503) 229-3621

Lecture program for secondary schools sponsored by the Mathematical Assocation of America.

Greenfield, Ann
State President, Oregon Women's Political Caucus
(503) 281-0169

Hilden, Cindy
Instructor
Blue Mountain Community College
2411 NW Carden
PO Box 100
Pendleton, OR 97801
(503) 276-1260

Women's programming at Blue Mountain.

Jacklin, Pamela
(503) 224-3380

Attorney; formerly with General Assistance Center for Sex Desegregation.

Johnson, Alison
Portland Community College
12000 SW 49th
Portland, OR 97219
(503) 636-9390

Career Counseling.

Kafoury, Gretchen
(503) 282-8288

Oregon State Representative.

Koch, Jackie
Civil Rights Division/Bureau of Labor
240 Cottage SE
Salem, OR 97310
(503) 373-1435

Resources and technical assistance particularly on civil rights compliance issues for employers in dealing with employes.

Lange, Dale
Staff Development Specialist
PO Box 16657
Portland, OR 97216
(503) 255-1841

Inservice workshops from the Educational Service District on a variety of topics.

Layden, Carol
Coordinator, Focus on Women
Clackamas Community College
19600 S Molalla Avenue
Oregon City, OR 97045
(503) 656-2631

Women's issues (on-campus programs); additional information from Pat Lantz (Health, P.E. & Human Services) and Bill Hargadine (Associate Dean of Community Services).

Meehan, Margaret
Honors Program
Oregon State University
Corvallis, OR 97331
(503) 754-4459

"Career Women in Science" program.

Miller, Marilyn G.
(503) 378-6520
(toll free 1-800-452-7813)
Executive Director, Governor's Commission for Women.

Mylnechuk, Larry
Equal Education and Legal Specialist
Oregon Department of Education
700 Pringle Parkway SE
Salem, OR 97310
(503) 378-8532

Title IX compliance assistance and legal interpretation of sex equity legislation and mandates.

Northwest Regional Educational Laboratory
710 SW Second Avenue
Portland, OR 97204

Technical assistance in a wide range of content areas within women's equity:
Barbara Hutchinson, Women's Educational Equity Program (503) 248-6829;
Carolyn Hunter, Project for Women and Minorities in Educational Research and Development (503) 248-6836;
Joy Wallace, National Demonstration of Educational Equity for Women, (503) 248-6851; (conducts Title IX and Sex Equity Workshops);
Dick Howells, National Demonstration of Educational Equity for Women, (503) 581-6013;
Susan Rath, National Demonstration of Educational Equity for Women, (503) 281-9197.
John Rogers, National Demonstration of Educational Equity for Women, (503) 994-8915.

Oeser, Sherry
State President, Oregon NOW
(503) 344-0290

Oller, Sakre
(503) 343-5772

Formerly with the Sex Equity in Educational Leadership Project, Department of Educational Policy and Management, University of Oregon.

Perko, Laura
Personnel Specialist
Portland Public Schools
501 N Dixon
PO Box 3107
Portland, OR 97208
(503) 249-2000

Affirmative career training and surveying needs for staff development within a large school district.

Portland State University
PO Box 751
Portland, OR 97207
Technical assistance through the following individuals:

Carol Burden, School of Education, (503) 229-4754;
Kathryn Scotten, General Assistance Center for Sex Desegregation, (503) 229-4624;
John Heflin, School of Education, civil rights issues, (503) 229-4622;
Ken Kempner, formerly with Sex Equity in Educational Leadership Project; currently with Research Institute, (503) 229-4040.

Remington, Stevie
(503) 227-3186

Oregon Chapter, American Civil Liberties Union.

Roberts, Barbara
(503) 252-1223

Oregon Women's Political Caucus.

Roberts, Linda
(503) 248-4187

Metropolitan Human Relations Commission.

Roberts, Mary Wendy
(503) 229-5735

Oregon Commissioner of Labor.

Schweinitz, Jean von
Director of Admissions and Counseling
Southwestern Oregon Community College
Coos Bay, OR 97420
(503) 888-3234

Women's programming on the SOCC campus.

Siebert, Joan
Specialist, Vocational Education, Equal Opportunity
Oregon Department of Education
700 Pringle Parkway SE
Salem, OR 97310
(503) 378-3567

Funding for sex equity projects; sex equity compliance. Related resource materials are available (films, resources from other states).

Staten, Mike
Grants Supervision
Employment Division/CETA Program
875 Union NE
Salem, OR 97311
(503) 378-2961

CETA project funds.

Stewart, Ann
Women's Program Coordinator
Lane Community College
4000 East 30th Avenue
Eugene, OR 97405
(503) 747-4501, ext. 2264

As well as the overall Women's Program, Lane also houses the following program specialties: Reentry (contact: Marge Holland); Industrial Orientation (Leslie Rasor); Math Renewal (Joyce Duchesneau); Women's Studies (Kate Barry); plus Women's Awareness Center (Izetta Hunter).

WEECN
Far West Laboratory
1855 Folsom Street
San Francisco, CA 94103

The Women's Educational Equity Communications Network (WEECN) serves as the clearinghouse for all projects, activities and research related to women's educational equity nationwide.

Warnock, Helen
Executive Director
Displaced Homemaker Center
of Portland
11934 NE Broadway
Portland, OR 97232
(503) 288-9117

This new center, an all-volunteer group presently looking for funding support, opened December 1979.